

Assessor Requirements: Assessors shall possess a minimum of ten (10) years of service as a full-time sworn firefighter including at least three (3) years of service as a fire officer at the rank of company officer or higher. Persons who do not have experience as a sworn full-time firefighter who are interested in serving as assessors and who have specialized technical expertise may be added to assessment panels by agreement of the parties to a collective bargaining agreement at the local level.

Date Profile Completed:	9/16/15
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Contact Information (Please note that this page will be posted on the OSFM Website)					
Last Name Malcolm		First Name Norman		If Applicable: Name of Department/Business	
If Applicable: Department/Business Mailing Address 255 N. Bothwell Street			City Palatine	State IL	Zip 60067
County Cook					
Email address: nmalcolm@comcast.net			Contact Phone Number (not mandatory to provide on the page) 224-489-2567		

Fire or EMS Employment Status (Please check one)											
Full Time	<input type="checkbox"/>	Combination	<input type="checkbox"/>	Volunteer	<input type="checkbox"/>	Part Time	<input type="checkbox"/>	Retired	<input checked="" type="checkbox"/>	Consultant	<input type="checkbox"/>

Fire or EMS Position (Rank)			
	Name of Organization	Position Title	Dates of Position
1	Palatine Fire Department	FF/LT/CAPT/CHIEF	11/1975-6/2009
2	Streamwood Fire Dept.	Interim Fire Chief	4/2010-7/2011
3	Roselle Fire Dept.	Interim Fire Chief	10/2013-3/2014
4	West Chicago Fire District	Interim Fire Chief	3/2014-12/2014

Describe Your Duties and Responsibilities of your Positions		
	Position	Overview of Duties and Responsibilities
1	FF-Chief	Served in all rank positions from FF/P tp Chief
2	Chief	Served 14 months as Interim Fire Chief
3	Chief	Served 5 months as Interim FC of the department
4	Chief	Served 9 months as Interim FC of the department

Breadth of Supervisor and/or Officer Experience	Current	Past
Number of full-time employees I supervise or have lead directly:	retired	12
Number of employees I supervise or have lead indirectly:	retired	100

Education (only accredited institutions and a copy of your degree must be attached)		
Degree	College/University	Major
Bachelor of Arts	Northern Illinois University	Sociology

Fire/EMS Service Certifications (A copy of your certificates must be attached)		
Title	School or Organization	Date
FF/2, FF/3, Paramedic, Apparatus Engineer,	Arlington fire academy, Northwest Community Hospital	1975-76
Fire Officer I II and III	Illinois Fire Chiefs	1980-1980

Special Skills: During my retirement I have worked part-time as a consultant for GovHRusa.
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Describe Your Assessor Training and Organization Who Administered the Training: I took the Assessor training through the Illinois Fire Chiefs in cooperation with the JLMC.held in Addison in 2011 . Primary instructors were Chiefs Allenspach, Kenny and Buhs.
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Identify The Exercises That You Have Been Trained For:											
In Basket	<input type="checkbox"/>	Leaderless Group	<input type="checkbox"/>	Oral Interview	<input type="checkbox"/>	Tactical	<input checked="" type="checkbox"/>	Problem Employee	<input type="checkbox"/>	Qualities of Leadership	<input type="checkbox"/>
Please list other exercises that are not listed and describe them.											

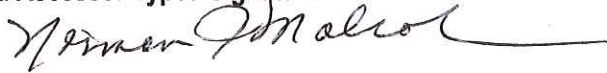
Describe Your Assessor Experience:

2/28/11 Elgin Capt. process, 8/5/11 Springfield BC, 11/3/11 Oakbrook BC, 1/23/12 Midland MI Fire Chief, 4/16/13 Oakbrook Lt, 6/11/13 Northbrook Capt, 9/30/13 Arlington Heights Commander, 10/15/13 Huntley Lt, 2/12/14 Northbrook Lt, 5/28/14 Arlington Heights DC, 3/16/15 Springfield Capt, 3/23/15 Lombard BC, 4/13/15 Aurora Lt, 7/9/15 Joliet FF.

CERTIFIED ASSESSOR CERTIFICATION STATEMENT

By typing your name in the box provided below, you are certifying that the information provided within the Illinois Promotional Assessor Profile, to the best of your knowledge, is true, accurate and complete.

Certified Assessor Typed Signature



Date: 9/16/15

Joint Labor Management Committee (JLMC) Statement

Based upon this Assessor Profile submitted to the JLMC, we believe this information is accurate. However, the JLMC is highly recommending that the entity seeking Assessors conduct their own review and validation process.